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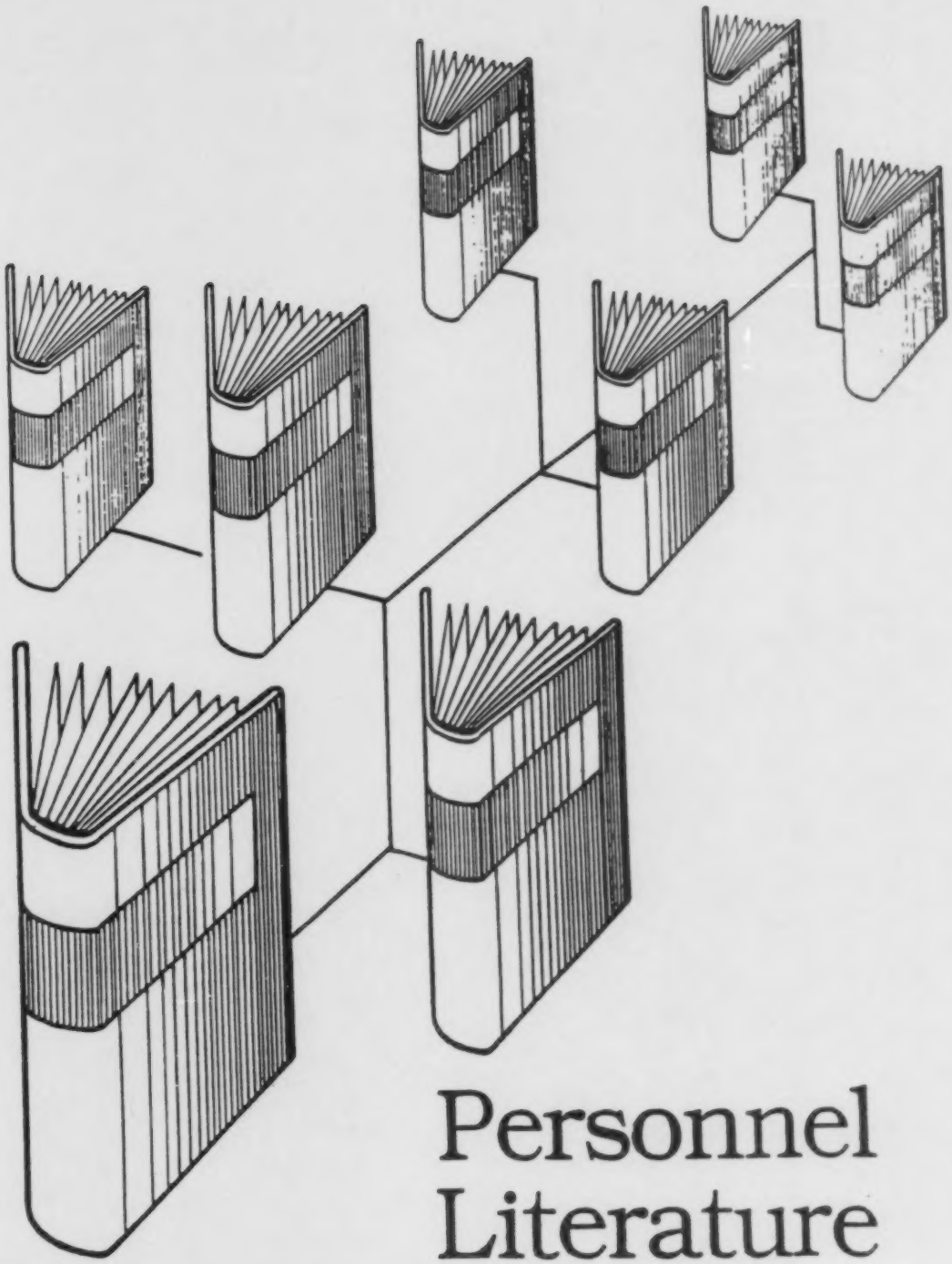

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CAREER STAFFING

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Temporary workers: permanent savings. Human resource executive, 6:51-53, October 1992.

Descriptors: *Temporary employees--Utilization.

10-2

Resnick, Rosalind.

Leasing workers. Nation's business, 80:20-23+, November 1992.

Descriptors: *Temporary employees--Utilization.

CHANGE, ORGANIZATIONAL

10-3

Bahrami, Homa.

The emerging flexible organization: perspectives from Silicon Valley. California management review, 34:33-52, Summer 1992.

Descriptors: *Change, Organizational--Case studies / *Organizational structure--Case studies.

10-4

Diamond, Michael A.

Hobbesian and Rousseauian identities: the psychodynamics of organizational leadership and change. Administration & society, 24:267-289, November 1992.

Descriptors: *Change, Organizational--Research / *Public administration / *Leadership--Research.

10-5

Kaufman, Robert S.

Why operations improvement programs fail: four managerial contradictions. Sloan management review, 34:83-93, Fall 1992.

Descriptors: *Organizational effectiveness / *Change, Organizational.

10-6

Van Eynde, Donald F. and others.

What OD practitioners believe. Training & development, 46:41+, April 1992.

OD = organizational development.

Descriptors: *Organization development--Surveys / *Change, Organizational / *Survey feedback.

CIVIL SERVICE, FEDERAL

10-7

Civil service evaluation: the role of the U.S. Office of Personnel Management. A report concerning significant actions of the Office of Personnel Management. A report to the President and the Congress of the United States by the U.S. Merit Systems Protection Board. Washington, November 1992.

Descriptors: *U.S. Office of Personnel Management--Evaluation / *Civil service--Administration--Evaluation / Federal government.

CIVIL SERVICE, FEDERAL (Cont'd)

10-8

Maranto, Robert and B. Douglas Skelley.

Neutrality: an enduring principle of the Federal service. American review of public administration, 22:173-187, September 1992.

Descriptors: *Civil service / *Public administration--Theory / *Federal employees / Federal government.

COLLEGE GRADUATES

10-9

Hecker, Daniel E.

College earnings and why they vary. Occupational outlook quarterly, 36:24-26, Summer 1992.

Descriptors: *College graduates--Pay.

10-10

Hecker, Daniel E.

College graduates: do we have too many or too few? Occupational outlook quarterly, 36:12-23, Summer 1992.

Descriptors: *College graduates--Employment / *College graduates--Statistics / *College graduates--Pay.

10-11

MBA: is the traditional model doomed? Harvard business review, 70:128-132+, November-December 1992.

Descriptors: *Master of business administration degree--Evaluation.

10-12

Shelley, Kristina J.

More college graduates may be chasing fewer jobs. Occupational outlook quarterly, 36:4-11, Summer 1992.

Descriptors: *College graduates--Employment / *Employment forecasts / *College graduates--Statistics.

COMMUNICATION

10-13

Petrini, Catherine M.

Speaking of speaking.... Training & development, 46:19-22+, April 1992.

Contents: Ten sure ways to score with an audience, by Arnold Zenker; Coaching speakers, by Terry H. Chapman.

Descriptors: *Public speaking / *Communication techniques / *Coaching.

COMPENSATION

10-14

Grossman, Glenn M.

U.S. workers receive a wide range of employee benefits. Monthly labor review, 115:36-39, September 1992.

Descriptors: *Fringe benefits--Statistics.

COMPENSATION (Cont'd)

10-15

Jackson, Linda A., Philip D. Gardner and Linda A. Sullivan.
Explaining gender differences in self-pay expectations: social comparison standards and perceptions of fair pay. Journal of applied psychology, 77:651-663, October 1992.
Descriptors: *Pay research / *Pay rates--Research / *Women--Pay--Research.

10-16

Kennedy, Marilyn Moats.
The case for cutting salaries. Across the board, 29:9-10, October 1992.
Descriptors: *Pay rates / *Pay administration / *Cost reduction.

10-17

Kitsuse, Alicia.
Down with merit-pay increases. Across the board, 29:23-27, November 1992.
Descriptors: *Performance-based pay--Evaluation / *Pay systems / *Financial incentives.

10-18

Manicatide, Mircea and Virginia Pennell.
Key developments in compensation management. HR focus, 69:3-4, October 1992.
Descriptors: *Compensation administration.

EMPLOYEE CONDUCT

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Segal, Troy, Kevin Kelly and Alisa Solomon.
Getting serious about sexual harassment. Business week, p. 78+, November , 1992.
Descriptors: *Sexual harassment--Case studies / *Personnel policies.

EMPLOYEE HEALTH AND MEDICAL CARE

10-20

Hebert, Lauren A.
Body at work. Occupational health & safety, 61:48-50+, October 1992.
Descriptors: *Physical fitness / *Repetitive strain injuries.

10-21

Laker, Dennis R., Brian D. Steffy and Barbara W. Shimko.
The impact of household economy on stress reactions among professional women. Journal of business and psychology, 7:99-107, Fall 1992.
Descriptors: *Stress, Psychological--Research / *Women professional employees.

EQUAL OPPORTUNITY IN EMPLOYMENT

10-22

Duleep, Harriet Orcutt and Seth Sanders.
Discrimination at the top: American-born Asian and white men. Industrial relations, 31:416-432, Fall 1992.
Descriptors: *Discrimination--Research / *Asian Americans--Pay.

EQUAL OPPORTUNITY IN EMPLOYMENT (Cont'd)

10-23

Piskorski, Thomas J.

The growing judicial acceptance of summary judgement in age discrimination cases. Employee relations law journal, 18:245-254, Autumn 1992.

Descriptors: *Age discrimination--Cases.

10-24

Wolkinson, Benjamin W. and Victor Nichol.

The arbitration of discrimination claims in employment cases. Arbitration journal, 47:20-30, September 1992.

Descriptors: *Discrimination / *Arbitration--Cases.

ETHICS

10-25

Atkinson, Rob.

Beyond the new role morality for lawyers. Maryland law review, 51:853-979, no. 4 1992.

Descriptors: *Legal ethics--Cases.

10-26

Berenbeim, Ronald E.

Bad judgment or inexperience? Across the board, 29:43-46, October 1992.

Descriptors: *Business ethics / *Executives--Attitudes / *Master of business administration degree recipients--Attitudes.

10-27

DeMars, Nan.

Confronting ethical dilemmas. Secretary, 52:7-9, November-December 1992.

Descriptors: *Ethics / *Business ethics / *Secretaries--Responsibilities.

EXECUTIVES--ABILITIES AND CHARACTERISTICS

10-28

The corporate elite: chief executives of the Business Week 1000. Business week, p. 108-114+, October 12, 1992.

Contents: Portraits of the boss: from education to compensation to what they do for relaxation, by Laurel Touby and Fred F. Jespersen; Masters of the game: CEOs who succeed in business when times are really trying, by Kathleen Madigan, Julia Flynn and Joseph Weber; Inside the freshman class of '92, by Elizabeth Lesly; The corporate elite: the chief executives of the Business Week 1000, the most valuable publicly held U.S. companies.

Descriptors: *Executives--Portraits, caricatures, etc. / *Executives--Characteristics--Statistics.

10-29

Crosby, Philip B.

Managerial arrogance. Across the board, 29:32-35, October 1992.

Descriptors: *Executives--Characteristics.

EXECUTIVES--COMPENSATION
10-30
Labich, Kenneth.
The new pay game...and how you measure up. Fortune, 126:116-119, October 19, 1992.
Descriptors: *Executive compensation / *Executive compensation--Statistics.

EXECUTIVES--RECRUITMENT
10-31
Pouliot, Janine S.
A hiring bonanza: laid-off managers. Nation's business, 80:44-45, November 1992.
Descriptors: *Executives--Recruitment.

EXECUTIVES--TRAINING
10-32
Raskas, Daphna F. and Donald C. Hambrick.
Multifunctional managerial development: a framework for evaluating the options. Organizational dynamics, 21:5-17, Autumn 1992.
Descriptors: *Management development--Methods / *Executives--Training--Methods.

HANDICAPPED
10-33
Gordon, Philip L.
The job application process after the Americans with Disabilities Act. Employee relations law journal, 18:185-213, Autumn 1992.
Descriptors: *Handicapped--Employment--Law and legislation / *Selection--Methods--Law and legislation / *Applications for positions--Law and legislation.

HOURS OF WORK
10-34
Zeytinoglu, Isik Urla.
Reasons for hiring part-time workers. Industrial relations, 31:489-499, Fall 1992.
Descriptors: *Part time workers--Utilization.

INCENTIVE AWARDS AND PROGRAMS
10-35
Burns, Kyle C.
A bonus plan that promotes customer service. Compensation & benefits review, 24:15-20, September-October 1992.
Descriptors: *Customer service / *Financial incentives / *Bonus system.

10-36
Incentives and recognition. Human resource executive, 6:43-45+, October 1992.
Special report.
Contents: With incentives for all, by Bill Kelley; Incentive checklist; Recognizing results, by Bill Kelley; Unlocking employee power, by Barcy Fox.
Descriptors: *Incentives--Case studies.

INSURANCE, HEALTH
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Berney, Karen.
Carve-outs: the next generation. Human resource executive, 6:39-42, October 1992.
Descriptors: *Insurance, Health / *Health maintenance organizations.

INTERNSHIP
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Stanton, Michael.
Internships: learning by doing. Occupational outlook quarterly, 36:30-33, Summer 1992.
Descriptors: *Internship.

INTERVIEWING
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Motowidlo, Stephan J. and others.
Studies of the structured behavioral interview. Journal of applied psychology, 77:571-587, October 1992.
Descriptors: *Interviewing--Research.

INVASION OF PRIVACY
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Morris, Linda and Steven Pharr.
Invasion of privacy: a dilemma for marketing research and database technology. Journal of systems management, 43:10-11+, October 1992.
Descriptors: *Invasion of privacy / *Information management.

JOB ANALYSIS
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Arvey, Richard D., Eduardo Salas and Kathleen A. Gialluca.
Using task inventories to forecast skills and abilities. Human performance, 5:171-190, no. 3 1992.
Descriptors: *Task analysis--Research / *Job analysis--Research.

JOB SATISFACTION
10-42
Buckley, M. Ronald, Shawn M. Carraher and Joseph A. Cote.
Measurement issues concerning the use of inventories of job satisfaction. Educational and psychological measurement, 52:529-543, Autumn 1992.
Descriptors: *Job satisfaction research.

10-43
Thompson, Cynthia A., Richard E. Kopelman and Chester A. Schriesheim.
Putting all one's eggs in the same basket: a comparison of commitment and satisfaction among self- and organizationally employed men. Journal of applied psychology, 77:738-743, October 1992.
Descriptors: *Job satisfaction research / *Organizational commitment--Research.

JOB SEARCH

10-44

Cowden, Peter.

Outplacement services assessment. HRMagazine, 37:69-70, September 1992.

Descriptors: *Employee outplacement / *Job search.

10-45

Kitsuse, Alicia.

"Have you ever been arrested?" Across the board, 29:46-49, November 1992.

Descriptors: *Applications for position--Law and legislation / *Job search--Law and legislation / *Interviewing--Law and legislation.

LABOR FORCE

10-46

Henkoff, Ronald.

Where will the jobs come from? Fortune, 126:58-60+, October 19, 1992.

Descriptors: *Employment forecasts / *Labor force--Statistics / *Training.

LABOR-MANAGEMENT RELATIONS

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Ehrman, Kenneth A.

Settling disputes through mediation. Nation's business, 80:48-49, November 1992.

Descriptors: *Labor disputes / *Mediators--Utilization.

10-48

Heywood, John S.

Race discrimination and union voice. Industrial relations, 31:500-508, Fall 1992.

Descriptors: *Union members--Characteristics / *Discrimination--Research.

10-49

Lorenz, Edward H.

Trust and the flexible firm: international comparisons. Industrial relations, 31:455-472, Fall 1992.

Descriptors: *Trust (Psychology)--Comparative studies / *Industrial relations--Comparative studies.

10-50

Petersen, Donald J.

Trends in arbitrating falsification of employment application forms. Arbitration journal, 47:31-37, September 1992.

Descriptors: *Applications for positions / *Fraud / *Arbitration.

10-51

Schur, Lisa A. and Douglas L. Kruse.

Gender differences in attitudes toward unions. Industrial & labor relations review, 46:89-102, October 1992.

Descriptors: *Unions / *Union organizing / *Union members--Characteristics.

LABOR-MANAGEMENT RELATIONS (Cont'd)

10-52

Wonnell, Christopher T.

The influential myth of a generalized conflict of interests between labor and management. Georgetown law journal, 81:39-94, November 1992.

Descriptors: *Labor-management relations--Cases.

LEADERSHIP

10-53

Beatty, Carol A. and Gloria L. Lee.

Leadership among middle managers--an exploration in the context of technological change. Human relations, 45:957-989, September 1992.

Descriptors: *Leadership--Research / *Middle managers--Responsibilities / *Technological change.

10-54

Pagonis, William G.

The work of the leader. Harvard business review, 70:118-126, November-December 1992.

Descriptors: *Leadership theory / *Command of troops.

MANAGEMENT

10-55

Bluedorn, Allen C., Carol Felker Kaufman and Paul M. Lane.

How many things do you like to do at once? An introduction to monochronic and polychronic time. Executive (Academy of Management), 6:17-26, November 1992.

Descriptors: *Time allocation--Research / *Time management--Research.

10-56

Davenport, Thomas H., Robert G. Eccles and Laurence Prusak.

Information politics. Sloan management review, 34:53-65, Fall 1992.

Descriptors: *Information management / Models and modelmaking.

10-57

Death and grief in the workplace--hard to discuss, worse to ignore. Working woman, p. 105-106+, November 1992.

Descriptors: *Death--Psychological aspects / *Health, Employee / *Employee counseling / *Management methods.

10-58

Denton, D. Keith.

Multi-skilled teams replace old work systems. HRMagazine, 37:48-50+, September 1992.

Descriptors: *Teamwork / *Team development / *Group relations.

10-59

Freedman, David H.

Is management still a science? Harvard business review, 70:26-28+, November-December 1992.

Descriptors: *Management theory.

MANAGEMENT (Cont'd)

10-60
Grove, Andrew S.
Manage faster (and for better results). Working woman, p. 24+, December 1992.
Descriptors: *Management methods / *Leadership style / *Time management / *Executives--Abilities.

10-61
Kren, Leslie.
The moderating effects of locus of control on performance incentives and participation. Human relations, 45:991-1012, September 1992.
Descriptors: *Span of control--Research / *Organizational behavior--Research.

10-62
McNulty, Nancy G. and Alexander Katkov.
Management education in Eastern Europe: 'fore and after. Executive (Academy of Management), 6:78-87, November 1992.
Descriptors: *Management development--Comparative studies / *Management--Study and teaching.

10-63
Schoemaker, Paul J. H.
How to link strategic vision to core capabilities. Sloan management review, 34:67-81, Fall 1992.
Descriptors: *Management / *Strategic planning.

10-64
Szpekman, Andrew H.
Quality service sets you apart. HRMagazine, 37:73-74, September 1992.
Descriptors: *Management methods--Case studies / *Customer service--Case studies.

10-65
Whistleblowing: a growth business that employers must sidestep. Management policies and personnel law, p. 1-3, September 1, 1992.
Descriptors: *Management methods / *Whistleblowing--Case studies.

OCCUPATIONS AND OCCUPATIONAL CHOICE

10-66
Career moves for ages 20 to 70. Psychology today, 25:54-57+, November-December 1992.
Interview with Peter Drucker.
Descriptors: *Occupational choice / *Management.

10-67
Stanton, Michael.
You're a what? Meeting planner. Occupational outlook quarterly, 36:27-29, Summer 1992.
Descriptors: *Meetings--Planning / *Occupations.

OCCUPATIONS AND OCCUPATIONAL CHOICE (Cont'd)

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Asking for a fortune. Working woman, p. 66-68+, November 1992.
Descriptors: *Fundraising / *Organizations, Nonprofit / *Women--Career opportunities.

10-69
Vines, Linda Stockman.
The new clerical. Human resource executive, 6:57-59, October 1992.
Descriptors: *Office workers--Responsibilities / *Office workers--Tests / *Secretaries--Responsibilities.

ORGANIZATIONAL BEHAVIOR

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Bolman, Lee G. and Terrence E. Deal.
What makes a team work? Organizational dynamics, 21:34-44, Autumn 1992.
Descriptors: *Teamwork / *Group relations / *Organizational behavior.

10-71
Boroson, Warren and Linda Burgess.
Survivors' syndrome. Across the board, 29:41-45, November 1992.
Descriptors: *Organizational behavior / *Cost reduction / *Reduction in force.

10-72
Duckitt, John.
Psychology and prejudice: a historical analysis and integrative framework. American psychologist, 47:1182-1193, October 1992.
Descriptors: *Prejudices and antipathies--Causes / *Prejudices and antipathies--Theory / *Psychology--Theory.

10-73
Herndon, Mark.
The fairness factor: business lessons from the L.A. riots. Management review, 81:45-47, October 1992.
Descriptors: *Organizational behavior / *Los Angeles--Riots / *Organizations--Climate.

10-74
Hughes, Ken.
Getting ahead: you are what you wear. Federal times, 28:1+, November 2, 1992.
Descriptors: *Organizational behavior / *Work clothes / Federal government.

10-75
Marks, Mitchell Lee and Philip H. Mirvis.
Rebuilding after the merger: dealing with "survivor sickness." Organizational dynamics, 21:18-32, Autumn 1992.
Descriptors: *Organizational behavior / *Consolidation and merger of corporations / *Corporate reorganization.

ORGANIZATIONAL BEHAVIOR (Cont'd)

10-76

Mone, Mark A. and Douglas D. Baker.
Cognitive, affective, and behavioral determinants and consequences of self-set goals: an integrative, dynamic model. Human performance, 5:213-234, no. 3 1992.
Descriptors: *Goal setting--Research / *Goals--Research.

10-77

Rogelberg, Steven G., Janet L. Barnes-Farrell and Charles A. Lowe.
The stepladder technique: an alternative group structure facilitating effective group decision making. Journal of applied psychology, 77:730-737, October 1992.
Descriptors: *Decision-making--Group method--Research.

10-78

Scheele, Adele.
Why it doesn't matter if your boss doesn't like you. Working woman, p. 34+, December 1992.
Descriptors: *Human relations / *Success in employment.

10-79

Schminke, Marshall.
A dispositional approach to understanding individual power in organizations. Journal of business and psychology, 7:63-79, Fall 1992.
Descriptors: *Organizational behavior--Research / *Power (Social sciences)--Research.

10-80

Schneider, Benjamin, Jill K. Wheeler and Jonathan F. Cox.
A passion for service: using content analysis to explicate service climate themes. Journal of applied psychology, 77:705-716, October 1992.
Descriptors: *Customer service--Research.

ORGANIZATIONS

10-81

Drucker, Peter F.
The new society of organizations. Harvard business review, 70:95-104, September-October 1992.
Descriptors: *Organizations--Theory / *Change, Organizational.

10-82

Floyd, Steven W. and Bill Woolridge.
Managing strategic consensus: the foundation of effective implementation. Executive (Academy of Management), 6:27-39, November 1992.
Descriptors: *Organizational commitment--Research.

10-83

Healy, William J.
Building a culture for service. Best's review (life/health insurance edition), 93:35-36+, September 1992.
Descriptors: *Customer service / *Insurance companies.

ORGANIZATIONS (Cont'd)

10-84

Miles, Raymond E. and Charles C. Snow.
Causes of failure in network organizations. California management review, 34:53-72, Summer 1992.
Descriptors: *Organizational structure--Evaluation.

10-85

Sanzgiri, Joytsna and Jonathan Z. Gottlieb.
Philosophic and pragmatic influences on the practice of organization development, 1950-2000. Organizational dynamics, 21:57-69, Autumn 1992.
Descriptors: *Organizations--Theory--History / *Organization development--Research.

10-86

Wilhelm, Warren.
Changing corporate culture--or corporate behavior? How to change your company. Executive (Academy of Management), 6:72-77, November 1992.
Descriptors: *Corporate culture / *Change, Organizational / *Organizational behavior.

ORIENTATION

10-87

McCarthy, Joseph P.
Focus from the start. HRMagazine, 37:77+, September 1992.
Descriptors: *Orientation--Case studies / *New employees--Case studies.

PARTICIPATIVE MANAGEMENT

10-88

Matthes, Karen.
What's the big idea? Empower employees through suggestion. HR focus, 69:17, October 1992.
Descriptors: *Suggestion systems / *Participative management.

PERFORMANCE EVALUATION

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Austin, Nancy K.
Updating the performance review. Working woman, p. 32+, November 1992.
Descriptors: *Performance evaluation--Methods.

10-90

Ostroff, Cheri and Daniel R. Ilgen.
Cognitive categories of raters and rating accuracy. Journal of business and psychology, 7:3-26, Fall 1992.
Descriptors: *Performance evaluation--Research.

PERFORMANCE MANAGEMENT

10-91

OPM's draft framework on policy initiatives for position classification and performance management. Classifiers column (Classification and Compensation Society), 23:6-11, September-October 1992.

Contents: Comments on OPM policy initiatives, by Linda Brooks-Rix; Revitalized position classification, by Andrea McCabe.

Descriptors: *Performance management / *Position classification / *U.S. Office of Personnel Management / Federal government.

PERSONNEL ADMINISTRATION

10-92

Vanderbroeck, Paul.

Long-term human resource development in multinational organizations. Sloan management review, 34:95-99, Fall 1992.

Descriptors: *Personnel administration / *Overseas personnel.

PERSONNEL POLICIES

10-93

Lumsdon, Kevin.

HIV-positive health care workers pose legal, safety challenges for hospitals. Hospitals, 66:24-30+, September 20, 1992.

Descriptors: *AIDS (Disease) / *Health personnel / *Hospital workers.

10-94

Oh, James J.

Internal sexual harassment complaints: investigating to win. Employee relations law journal, 18:227-244, Autumn 1992.

Descriptors: *Sexual harassment--Law and legislation / *Sexual harassment--Cases / *Personnel policies.

10-95

Thackray, John.

Little brother is watching. Across the board, 29:27-31, October 1992.

Descriptors: *Personnel policies / *Employee conduct / *Health, Employee / Smoking / Diet / Safety.

PERSONNEL RESEARCH

10-96

Ackerman, Phillip L.

Predicting individual differences in complex skill acquisition: dynamics of ability determinants. Journal of applied psychology, 77:598-614, October 1992.

Descriptors: *Performance--Research / *Air traffic control operators--Abilities / Federal government.

10-97

Atwater, Leanne E.

Beyond cognitive ability: improving the prediction of performance. Journal of business and psychology, 7:27-44, Fall 1992.

Descriptors: *Performance--Research / *Prediction (Psychology).

PERSONNEL RESEARCH (Cont'd)

10-98

Bedeian, Arthur G. and others.

Replication requisites: a second look at Klenke-Hamel and Mathieu (1990). Human relations, 45:1093-1105, October 1992.

Descriptors: *Role conflict--Research.

10-99

Gellatly, Ian R. and John P. Meyer.

The effects of goal difficulty on physiological arousal, cognition, and task performance. Journal of applied psychology, 77:694-704, October 1992.

Descriptors: *Performance--Research / *Goals--Research.

10-100

Morrison, Elizabeth Wolfe and L. L. Cummings.

The impact of feedback diagnosticity and performance expectations on feedback seeking behavior. Human performance, 5:251-264, no. 4 1992.

Descriptors: *Feedback (Psychology)--Research / *Performance--Research.

10-101

Weingart, Laurie R.

Impact of group goals, task component complexity, effort, and planning on group performance. Journal of applied psychology, 77:682-693, October 1992.

Descriptors: *Performance--Research / *Group dynamics--Research / *Goals--Research.

POLITICAL ACTIVITY

10-102

Singer, Andrew W.

The whistle-blower: patriot or bounty hunter? Across the board, 29:16-20, November 1992.

Descriptors: *Whistleblowing / *Financial incentives.

POSITION CLASSIFICATION

10-103

Hartman, E. Alan, Michael D. Mumford and Steven Mueller.

Validity of job classifications: an examination of alternative indicators. Human performance, 5:191-211, no. 3 1992.

Descriptors: *Position classification--Research.

10-104

Matthews, Steve.

Advancing classification with process analysis. Classifiers column (Classification and Compensation Society), 23:1-6, September-October 1992.

Descriptors: *Position classification / *Job analysis / *Skills analysis / *Task analysis.

PRODUCTIVITY

10-105
Freedman, Marian.
Quest for quality. Best's review (life/health insurance edition), 93:18-21+, September 1992.
Descriptors: *Quality control / *Insurance companies.

10-106
Leibman, Michael S.
Getting results from TQM: without tangible results, TQM will fizzle from management philosophy to momentary fad. HRMagazine, 37:34-38, September 1992.
Descriptors: *Productivity improvement / *Quality control / *Management methods.

10-107
Main, Jeremy.
How to steal the best ideas around. Fortune, 126:102-104+, October 19, 1992.
A discussion of the use of benchmarking as a production improvement technique in major corporations.
Descriptors: *Productivity improvement / *Technological innovation.

10-108
Shaffer, James C.
Quality where it doesn't count. Across the board, 29:11-12, October 1992.
Descriptors: *Quality control.

10-109
Spendolini, Michael J.
The benchmarking process. Compensation & benefits review, 24:21-29, September-October 1992.
Descriptors: *Performance / *Productivity / *Work measurement.

10-110
Vinton, Donna E.
A new look at time, speed, and the manager. Executive (Academy of Management), 6:7-16, November 1992.
Descriptors: *Productivity improvement--Methods / *Management methods / *Time management.

10-111
Weatherly, Jonathan D.
Dare to compare for better productivity. HRMagazine, 37:42-46, September 1992.
Descriptors: *Productivity improvement--Methods.

PROFESSIONAL EMPLOYEES

10-112

Jones, David T. and Teresa C. Jones.

Clearing the final hurdle: reinventing the final exam. Foreign Service journal, 69:17-18+, November 1992.

Descriptors: *Foreign Service officers--Selection / *Foreign Service officers--Personnel policies / *Tests / *Diplomatic and Consular Service / Federal government.

10-113

Peck, Edward L.

Speaking out: selection in and promotion up. Foreign Service journal, 69:14, November 1992.

Descriptors: *Foreign Service officers--Selection / *Foreign Service officers--Personnel policies / *Diplomatic and Consular Service / Federal government.

10-114

Tully, Shawn.

America's painful doctor shortage. Fortune, 126:103-104+, November 16, 1992.

Descriptors: *Physicians--Employment.

PROMOTION

10-115

Wellstead, William R.

A career track for sales agents. Training & development, 46:49-52, April 1992.

Descriptors: *Sales workers--Career ladders / *Career ladders--Case studies / *Promotion.

10-116

Williams, Kathleen.

A different route to the top. Working woman, p. 42+, December 1992.

Descriptors: *Upward mobility--Case studies / *Success in employment--Case studies / *Staff and line.

PUBLIC ADMINISTRATION

10-117

Bozeman, Barry, Pamela N. Reed and Patrick Scott.

Red tape and task delays in public and private organizations. Administration & society, 24:290-322, November 1992.

Descriptors: *Bureaucracy--Research.

10-118

Pullen, William.

Changes in resource management. Optimum (Canada), 23:3-12, Autumn 1992.

Descriptors: *Public administration / *Canada.

REDUCTION IN FORCE

10-119

Balkin, David B.

Managing employee separations with the reward system. Executive (Academy of Management), 6:64-71, November 1992.

Descriptors: *Reduction in force--Methods / *Incentives / *Financial incentives / *Retirement, Early.

RETIREMENT

10-120

Markowich, M. Michael.

Can you survive retirement? HR focus, 69:22-23, October 1992.

Descriptors: *Retirement planning.

SAFETY

10-121

Toscano, Guy and Janice Windau.

Fatal work injuries: census for 31 states. Monthly labor review, 115:3-8, September 1992.

Descriptors: *Safety / *Accidents--Statistics / *Accidents--Prevention / *Working conditions.

TESTS

10-122

Baydoun, Ramzi B. and George A. Neuman.

The future of the General Aptitude Test Battery (GATB) for use in public and private testing. Journal of business and psychology, 7:81-91, Fall 1992.

Descriptors: *Tests, Aptitude--Research / *Test validity.

10-123

Helms, Janet E.

Why is there no study of cultural equivalence in standardized cognitive ability testing? American psychologist, 47:1083-1101, September 1992.

Descriptors: *Tests, Ability--Research.

10-124

Jones, John W. and Joseph A. Orban.

An evaluation of a brief integrity test user orientation program. Journal of business and psychology, 7:93-97, Fall 1992.

Descriptors: *Tests--Administration--Research.

10-125

Rothstein, Hannah R. and Michael A. McDaniel.

Differential validity by sex in employment settings. Journal of business and psychology, 7:45-62, Fall 1992.

Descriptors: *Tests, Aptitude--Research / *Prediction of occupational success--Research / *Test validity--Research.

TESTS (Cont'd)

10-126

Schmidt, Frank L.

What do data really mean? Research findings, meta-analysis, and cumulative knowledge in psychology. American psychologist, 47:1173-1181, October 1992.

Descriptors: *Meta analysis / *Psychology--Research / *Test validity--Research.

10-127

Schmit, Mark J. and Ann Marie Ryan.

Test-taking dispositions: a missing link? Journal of applied psychology, 77:629-637, October 1992.

Descriptors: *Tests--Research / *Test validity--Research.

THOUGHT AND THINKING

10-128

Anderson, Joseph V.

Weirder than fiction: the reality and myths of creativity. Executive (Academy of Management), 6:40-47, November 1992.

Descriptors: *Creative ability / *Creative thinking.

TRAINING

10-129

Chernick, Jan.

Keeping your pilots on course. Training & development, 46:69-73, April 1992.

Descriptors: *Training evaluation--Case studies / *Instructional objectives / *Training evaluation--Methods.

10-130

Hile, Julie S.

Getting the lead out. Training & development, 46:54-58, April 1992.

Descriptors: *Training methods / *Writing--Problems, exercises, etc. / *Thought and thinking.

10-131

Morical, Keith and Benhong Tsai.

Adapting training for other cultures. Training & development, 46:65-68, April 1992.

Descriptors: *Overseas personnel--Training / *Curriculum design / *Cross cultural communication.

10-132

Regalbuto, Gloria A.

Targeting the bottom line. Training & development, 46:28-32+, April 1992.

Descriptors: *Human resource accounting / *Training needs analysis / *Instructional objectives.

WOMEN--EMPLOYMENT

10-133

A new agenda: what should business and government do for women in 1993? And what can women do for themselves? Working woman, p. 55-65, November 1992.

Descriptors: *Women--Career opportunities / *Women--Attitudes toward / *Women--Utilization / *Women--Discrimination / *Women--Economic conditions.

10-134

Scheele, Adele.

Learning to compete with women. Working woman, p. 30-31, November 1992.

Descriptors: *Employee competitive behavior / *Success in employment / *Women--Career opportunities / *Role conflict.

WORK LIFE

10-135

Burge, Joan M.

How to become a quality secretary. Secretary, 52:15-17, November-December 1992.

Descriptors: *Secretaries / *Success in employment / *Personal development.

10-136

Clark, Ian D.

Balancing work and family: a study of the Canadian work force. Optimum (Canada), 23:27-28+, Autumn 1992.

Contents: An overview of the study; An examination of work-time and work-location flexibility, by Christopher Higgins and others; Time spent in paid employment, by Linda Duxbury and others; An examination of organizational and individual outcomes, by Linda Duxbury and others; Strategies used by employed parents to balance the demands of work and family, by Catherine Lee and others.

Descriptors: *Family (Sociological unit) / *Flexible working hours / *Work at home / *Canada / *Leave.

10-137

Pechter, Kerry.

A model of care. Human resource executive, 6:1+, October 1992.

Description of Johnson & Johnson's Child Development Center at world headquarters in New Brunswick, New Jersey.

Descriptors: *Day care centers--Case studies.

10-138

Reynolds, Larry.

America's work ethic: lost in turbulent times? Management review, 81:20-25, October 1992.

Descriptors: *Work values / *Economic depressions / *Job security / *Employee attitudes.

10-139

Sugarman, Jolene.

Home alone. Human resource executive, 6:54-56, October 1992.

Descriptors: *Children of working parents / *Family (Sociological unit).

WORK LIFE (Cont'd)

10-140

Zeloznicki, Susan.

Make the office work for you [by ergonomically designing the office environment to keep you comfortable, safe, healthy and productive]. HRMagazine, 37:65-67, September 1992.

Descriptors: *Human engineering / *Environmental health / *Working conditions.

YOUTH

10-141

Baxter, Neale.

A profile of young workers. Occupational outlook quarterly, 36:34-40, Summer 1992.

Descriptors: *Youth--Employment / *Youth--Statistics / *Youth--Pay.